

Justification of Uncontrollable and Related Changes: NR&P

Uncontrollable Cost Component	2003 Estimate	2004 Change
Additional Cost of January Pay Raises		
1 Pay Raises		
Pay and benefit costs for GS-series employees and associated pay rate changes for employees in other pay series		
1. 2003 pay raise	NA	49
1st quarter FY 2004 based on January 2002 increase of 3.1%		[57]
Amount of pay raise absorbed		
2. 2004 pay raise	NA	96
Last three quarters of FY 2004 based on projected January 2004 increase of 2.0%		[114]
Amount of pay raise absorbed		
SUBTOTAL, Pay Raise	NA	145
Other Uncontrollable Cost Changes		
2 One Additional Payday	NA	25
This adjustment reflects to added costs resulting from the fact that there is one more payday in FY 2004 than in FY 2003.		
Amount of additional payday absorbed		[29]
3 Employer Share of Federal Health Benefit Plans	NA	45
Increased cost of NPS share of health benefits for employees.		
SUBTOTAL, Other Uncontrollable Cost Changes	NA	70
TOTAL, All NR&P Uncontrollable Cost Changes	NA	215